

The University of New Mexico Hospitals

WORKING AT

# UNM HOSPITALS



At UNM Hospitals, we are committed to excellence. We stay positive. We keep it safe. We value every individual's perspective. We know what it takes to provide the best possible patient outcomes, and we pursue that goal with everything we have, every day. Discover a professional environment that offers you all the tools and support you need to build a successful future. Be a part of what makes us great at UNM Hospitals.

As a teaching hospital and the only Level I Trauma Center in the state of New Mexico, we offer our professionals the opportunity to do impactful work and to grow, as individuals and a team.

## OUR FACILITIES AND CAPABILITIES

- A 629-bed acute, tertiary care facility
- New Mexico's only Academic Medical Center
- Serving more than 575,060 outpatients each year
- Treating more than 78,467 emergency patients annually
- Operating a variety of clinics throughout Albuquerque
- Offering graduate training in 26 specialties and sub-specialties

We aspire to be one of the nation's leading university hospitals—both an excellent academic institution and an innovative, community oriented public teaching hospital.



## OUR RECOGNITION AND AWARDS

- Ranked one of "America's Best Hospitals" in 16 specialty areas
- Earned Healthgrade's Distinguished Hospital Award for Clinical Excellence
- Recognized for 13 pediatric subspecialties
- Named one of the top 100 most-wired hospitals by the American Hospital Association
- Recognized with a Family Friendly Business Award for employee benefits and family-centered policies

## OUR VISION

Our vision is to identify and solve the most important questions of human health in our communities through education, scholarship and service with commitment to the University of New Mexico Hospitals core values.

## CORE VALUES

Our core values emphasize a culture of shared expectations regarding:

- Integrity, accountability and decisiveness in commitment to excellence;
- Compassion and respect in our interactions with students, patients and colleagues;
- Diversity in people and thinking;
- Effective utilization of our resources; and
- Advancement of our institutional mission while supporting professional and personal growth.

## OUR MISSION

Exceptional care for all of New Mexico through compassion, learning and discovery.





**“ If you share our mission,  
you’ll feel welcome here. ”**

Gloria, Executive Director of Inpatient  
Advanced Practice Providers



**“ UNMH offers so many resources. Nurses, doctors, techs, they all want to teach you something. It’s the right place for me. ”**

Chrissy, RN



## Nursing at UNM Hospitals

Nurses at UNM Hospitals join a collaborative team that continually works to improve patient health and nursing practice. With our size and scope, you can choose from a broad range of disciplines and unique opportunities. No matter which area suits your interest and expertise, you’ll care for a diverse population in a supportive academic medical center environment.

### MEDICAL SERVICES

Cardio-Thoracic  
General Medicine  
Medical Cardiac ICU  
Medical/Surgical  
Oncology/Clinical Research Center  
Sub-Acute Unit

### SURGICAL SERVICES

General Surgery  
Neurology/Neurosurgery  
Operating Room  
Orthopedics  
PACU/Day Surgery

### RN RESIDENCY

New graduate nurses may qualify for the one-year nurse residency program. The program’s focus is on the transition to professional nursing practice using Patricia Benner’s theory of novice to expert.

### WOMEN’S SERVICES

The latest technology available for the obstetrical/gynecological patient is offered at UNMH.

- High risk pregnancy care is provided in the OB Special Care Unit for antepartum and postpartum women at risk. Nurses enjoy the technical challenge of using high-tech fetal monitors, home uterine monitors and invasive cardiac monitors.
- The Labor & Delivery Unit delivers approximately 3,600 babies per year. The Labor & Delivery Unit has optional private birthing suites, and the Women’s Care Unit has optional rooming-in for moms and newborn babies.

The nursing team on this unit is skilled at providing care for low-risk to high-risk deliveries. Each nurse strives to provide a high level of patient satisfaction through the birthing process.

- The University Center for Women’s Health, a comprehensive outpatient clinic, offers a wide array of obstetrical/gynecological services for women of all ages. Nurses on this unit have the opportunity to focus on patient teaching.

# UNM Children's Hospital

Offering the most advanced, comprehensive pediatric and neonatal medical care available in New Mexico, UNM Children's Hospital is a very special place, staffed by a very special team of people. From physicians and nurses to expert dietitians, physical and respiratory therapists, child development specialists and more, each and every person on the team receives special training in the delivery of family-centered care that takes the needs of the entire family into consideration.

With services ranging from inpatient and ambulatory to the highest level of intensive care, we offer pediatric surgery, cardiothoracic surgery, neurosurgery, pulmonology, oncology, cardiology, neonatology and more, this is a place where you'll witness the difference you make every day.

## NEWBORN (NEONATAL) CARE UNIT

The most comprehensive and advanced medical care is available for critically ill or pre-term newborns with cardiac, respiratory or post-surgical problems.

## PEDIATRIC INTENSIVE CARE UNIT

The unit provides New Mexico's most advanced care for children undergoing serious or complex surgeries or suffering life-threatening disease or injuries.

## UNM CHILDREN'S HOSPITAL HEART CENTER

Located within UNM Children's Hospital, the Children's Hospital Heart Center provides state-of-the-art diagnostic capabilities and treatment options for children with congenital and acquired heart problems. From efficient outpatient consultations through complex open-heart repairs, the caring and experienced pediatric heart care team at CHHC provides advanced pediatric cardiac care in New Mexico.

## PEDIATRIC SURGERY & SURGICAL SUBSPECIALTIES

Subspecialties include ear, nose and throat surgery, neurosurgery, urologic surgery and general pediatric surgery.

## REGIONAL BURN CENTER & LIFEGUARD AIR EMERGENCY SERVICES

Critical medical services are provided to pediatric patients from New Mexico and surrounding states.

## PEDIATRIC ADMIT/DISCHARGE UNIT

Utilizing a comprehensive medical team approach, continuity of care is provided from admission through discharge.

## ECMO (EXTRA CORPOREAL MEMBRANE OXYGENATION)

The lifesaving technique of oxygenating blood outside the body is used on newborn infants with respiratory failure from diseases (e.g., pneumonia), lung failure, open-heart surgery or severe trauma injuries.

## PEDIATRIC AND NEWBORN SUBACUTE UNITS

Transition units provide intermediate level care until the child or newborn is ready to go into the general level care unit or back to the referring hospital.

## SPECIALTY OUTPATIENT SERVICES CLINICS

A full range of outpatient services for chronically ill or disabled pediatric patients is available at UNM Children's Hospital. Specialty medical services include: hematology/oncology, pulmonology (asthma and other respiratory disorders), dysmorphology (birth defects), gastroenterology and neurology.

## WELL-CHILD AND PEDIATRIC URGENT CARE CLINICS

Special clinics provide routine immunizations, track normal growth/development and wellness training for the complete family.





# Behavioral Health Services

## UNM PSYCHIATRIC CENTER

The UNM Psychiatric Center offers a comprehensive array of innovative treatment programs for the adult mentally ill including:

- Psychosocial Rehabilitation: supported employment, job skills training, daily living skills training, socialization skills training
- Psychotherapy Services: state-of-the-art interventions for outpatient adults with psychiatric conditions
- Psychiatric Emergency Services: only Psych ER in the state;
- Psychiatric Care Management: social work and case management services
- Forensics Case Management: diverted and released from incarceration
- General Clinic: adults and geriatrics
- Intake Services: assessment
- Milagro: residential treatment program for pregnant women and their children

## UNM Children's Psychiatric Center

Our 35-bed Children's Psychiatric Center delivers leading treatment to youth and their families throughout our region. As a member of our Behavioral Health team, you'll have access to expertise at the leading edge of today's research and treatments as you help develop the personal coping skills of young community members.

## Addiction and Substance Abuse Programs

UNM Hospitals' Addiction and Substance Abuse Programs (ASAP) specialize in providing diverse proven substance abuse and mental health treatments. ASAP provides primary substance or alcohol abuse diagnosis and treatment for both adult and adolescent clients in order to promote health and prevent substance abuse-related disease and disabilities.

**“ I feel like we get more people back on the right path than any other place I've been. I think it's because everyone here really cares, from the techs to housekeeping, everywhere. ”**

Danielle, Behavioral Health RN





**“ If you want to be somewhere that holds you in high regard and helps you further yourself, this is the place to be. ”**

Matt, Paramedic

## Allied Health Professions

### RADIOLOGY

Our Radiology Department staff works with the latest imaging technology, including two multi-slice and spiral C.T. scanners, 3-color flow Doppler Ultrasound Units, Low-Dose pediatric and adult Pulsed Fluoroscopic Units, as well as a 1.5T Superconducting MRI. Interventional procedures are performed with a Digital Subtraction Imaging System.

### HEART STATION

The Heart Station is a Diagnostic Testing Center for inpatients as well as outpatients. As an employee in the Heart Station, you will have the opportunity to perform diagnostic testing such as electrocardiograms, Holter monitors, event recorder, exercise treadmill testing and echocardiograms. We offer continuous pacemaker education and a cardiac rehabilitation program for our patients.

### PULMONARY SERVICES

The Pulmonary Services Department is responsible for providing treatment, management, control and care for patients with deficiencies and abnormalities of the pulmonary system. Our respiratory care practitioners have specialized training in neonatal and pediatric respiratory care and provide 24-hour, seven days a week coverage for each unit in the hospital as well as for all in-house emergency transports. As part of our team, you will have the opportunity to provide a variety of diagnostic tests related to

pulmonary physiology that measure lung volumes and evaluate lung mechanics and metabolic status.

### SPEECH/LANGUAGE PATHOLOGY

Inpatients and outpatients from birth to geriatrics are seen in an individual or group setting. Services that you will have the opportunity to provide include evaluation, treatment and consultation for cognitive/language therapy. Our staff includes many English/Spanish-speaking speech/ language pathologists. Culturally sensitive testing is available. Patients are referred from a variety of sources: neurosurgery, neurology, ENT medicine, teachers, psychologists, social workers and families.

### REHABILITATION SERVICES

Occupational and physical therapy offer acute inpatient and outpatient services for all ages. A diversified caseload provides a challenging work experience for those who enjoy working in a busy setting. Experienced staff works in the areas of wound care, pediatrics, burns, hands, sports medicine, orthopedics, neurology, neurosurgery, rheumatology, and cardiology.

The opportunity to interact directly with physicians is available in multiple clinics: burn and trauma, muscular dystrophy, hemophilia, pain, neurosurgery, hand and plastics. The Department of Rehabilitation Services serves as a clinical training site for physical and occupational therapy students and rehab technician students.





# Trauma Emergency Services

UNM Hospital's medical commitment to the treatment of patients who have sustained multiple injuries has earned UNM designation as the Level I Regional Trauma Center of New Mexico.

## EMERGENCY DEPARTMENT

The Emergency Department maintains round-the-clock medical specialists and serves approximately 75,000 patients per year.

## TRAUMA SURGICAL ICU

The Trauma Surgical Intensive Care Unit is an 18-bed unit delivering the highest quality care for adult trauma and surgical patients, including neurosurgery, kidney transplant and thoracic surgery.

## REGIONAL BURN CENTER

This nationally recognized center delivers the highest level of care and preventive education for both adult and pediatric patients with critical or minor burns. A team approach to patient care is utilized by involving physical therapy, respiratory therapy and psychiatric support.

## LIFEGUARD MEDICAL TRANSPORT PROGRAM

Whether from an accident scene, rural clinic, or other hospital, our Lifeguard professionals serve our community 24/7 by providing medical attention to patients in transit from one location to another. Composed of critical care RNs, paramedics, respiratory therapist specialists, advanced practice nurse practitioners and emergency medicine physicians, our experienced flight team literally goes above and beyond to meet the needs of the patient—sometimes far beyond the local community. In cooperation with our aviation partner, we operate two airplanes, one helicopter and one critical care ground ambulance.



## UNM Carrie Tingley Hospital

UNM Carrie Tingley Hospital (CTH) has a legacy of more than sixty years of commitment to New Mexico's children and their families. Providing caring and coordinated healthcare to children and adolescents with complex musculoskeletal and orthopedic conditions, CTH addresses rehabilitation needs, developmental issues and long-term physical disabilities. From long-term inpatient or outpatient attention, to specialized surgical treatment, the caring and experienced healthcare teams at UNM Carrie Tingley Hospital provide care directed toward the whole child or adolescent and family.

The mission of CTH is to improve the quality of life and functional abilities of children with special needs by providing comprehensive family-centered care that is unequalled in the state and region. Care is provided through concern for the well-being of all children using advanced medical science and a network of services that are community-based. Programs of Excellence at UNM Carrie Tingley Hospital is driven by a vision to enhance the quality of life of New Mexico's children with special needs, and to be a nationally recognized center of excellence. Programs of Excellence within the hospital include:

- Neurosurgery
- Pediatric Dentistry
- Pediatric Orthopedics
- Pediatric Radiology
- Pediatric Rehabilitation
- Pediatric Urology



STAFF  
REPORTIVE

**“ I love the support we get here,  
and the opportunity for growth. ”**

Yvonne, RN





BEST PLACES TO WORK

“ Everyone here has an unspoken commitment to excellence. I think that’s one thing that sets us apart. ”

Erica, Neuro ICU RN





# Outpatient Surgical and Imaging Services Building

The Outpatient Surgical and Imaging Services (OSIS) Building brings quality and convenience to UNM Hospitals with six operating rooms, 22 prep/recovery bays, and MRI, CT, mammogram and ultrasound services. The 40,000-square-foot, state-of-the-art facility was designed with patients and staff in mind.

Outpatient surgeries that do not require a hospital admission with overnight stays will be performed at OSIS. Outpatients who are scheduled for an MRI, ultrasound study or CT scan may park close to the building and have the procedure done at their convenience.

Residents will get a firsthand experience and opportunities to work at OSIS, as most will choose to do a major portion of their surgery in an outpatient surgery center upon completion of their training.

## Ambulatory Care Center

The Ambulatory Care Center provides patients and families with the best possible health care in an outpatient setting. The Center supports our three-fold mission of outpatient care, education, and research, from an outpatient perspective. More than 60 different clinics operate under the direction of the highly trained UNM School of Medicine faculty. The Learning Center and the Patient Education Center are located within the Ambulatory Care Center.

### ■ **Medicine Specialties**

Adolescent, Allergy, Cardiology, Dermatology, Endocrinology, Hematology, Infectious Disease, Nephrology, Pulmonary, Renal/Kidney, Rheumatology

### ■ **Neurology**

Multiple Sclerosis, Muscular Dystrophy, Headache, Stroke

### ■ **Ophthalmology**

### ■ **Orthopedics**

### ■ **Pediatrics**

Oncology, Surgery, Gastroenterology, Neonatology Intensive Care, Dysmorphology

### ■ **Senior Health**

### ■ **Sleep Center**

### ■ **Surgical Specialties**

Burn, Ear, Nose and Throat, General, Neurosurgery, Ophthalmology, Orthopedics, Plastic, Podiatry, Transplant, Trauma, Urology

### ■ **Women's Health**





## Living in Albuquerque

If you live in New Mexico, you know why you're not leaving any time soon. If you're just coming to join us in Albuquerque, soon you'll wonder why you would ever go anywhere else.

In our community, you'll discover that when you're living here, blue skies aren't just a metaphor. You'll enjoy sunshine 310 days a year, and weather that encourages outdoor activities all year long.

Albuquerque offers everything you're looking for—vibrant culture, entertainment, family fun, world-class festivals, great communities, affordable housing and so much more. Come join us!



### **A place to be fit**

With weather that encourages year-round activity and thousands of acres of parks and trails to explore, it's no surprise that Albuquerque regularly lands on top ten lists of the fittest cities in the country.



### **A place to embrace cultures**

Albuquerque's rich cultural diversity reflects a combination of Native American, Hispanic, Latino and Anglo influences. From our art and architecture to our cuisine and our treasured traditions, it all comes together in Albuquerque.



### **A place to have it all**

In Albuquerque, you can enjoy the amenities and resources of a big city with the friendliness of a small town. Whatever you're looking for, you can find it in Albuquerque.





**“ There’s always so much to do here, hiking, biking. Any time I’m away, I miss Albuquerque. ”**

Chris, Emergency RN







**“ The good thing about nursing here is you can always change your role and change what you do. ”**

Sarah, Nurse Practitioner



# Employment Benefits

At UNM Hospitals, our benefits program reflects a commitment to the professionals who provide exceptional care. As a part of our team, we'll give you the support you need to do your best work and live your best life. Our offerings blend a core level of protection with a variety of optional benefit choices, giving you the flexibility to select the benefits that fit your needs. We also provide retirement savings plans to help you reach your goals for the future. Some of these great benefits may include:

## HEALTH

- Employer-paid benefit
  - 100% paid for full-time, 80% paid for part-time
- Family coverage available -paid by employee
- Eligible on the first of the month following hire date

## DENTAL

- Employer-paid benefit
  - 100% paid for full-time, 60% paid for part-time
- Family coverage available-paid by employee
- Eligible on the first of the month following hire date

## VISION

- Employee paid benefit
- Family coverage available
- Eligible on the first of the month following hire date

## LIFE INSURANCE

- Employer-paid benefit
- Group life Insurance pays benefit equal to one times base annual salary
- Accidental death and dismemberment equal to one times base annual salary
- Additional employee and family life insurance coverage available
  - paid by employee

## LONG-TERM DISABILITY INSURANCE

- Employer-paid benefit
- Eligible on the first of the month after one year continuous service in a benefits-eligible status
- Pay 60% of base monthly pay after total disability exceeds 180 days

## RETIREMENT PLAN

- Eligible on the first of the month after one year continuous service in a benefits-eligible status
- Employer will contribute a percentage of the employee's base salary to the fixed account of the 403(b) plan
- Vesting schedule:
  - After 3 years benefits-eligible employment- 25% vested
  - After 4 years benefits-eligible employment- 55% vested
  - After 5 years benefits-eligible employment- 100% vested

- Employees may make voluntary payroll contributions to the 403 (b) and the 457 (b) immediately

## FLEXIBLE SPENDING ACCOUNTS

- Employees may participate in the dependent care spending and/or medical care spending accounts. The accounts offer a unique way to cover child care and medical expenses using before-tax dollars

## LEGAL PLAN

- Employee-paid benefit
- Eligible on the first of the month following hire date

## CANCER, HEART, ICU Supplemental Plan

- Employee-paid benefit
- Family coverage available
- Eligible on the first of the month following hire date

## EDUCATIONAL REIMBURSEMENT

- Eligible after completion of 6 months' employment
- Reimbursement for up to 24 credit hours per fiscal year, provided that grade earned is a C or better, courses are job-related and are for college credit
  - Credit hours limit is pro-rated for 0.8 to 0.5 FTE Status
- Must be regular status employee (Not Temporary)

## PAID LEAVE

- Accrue 10 days the first year of employment
- One additional day annual leave accrued for each additional year of employment to a maximum of 20 days per year
- Nine paid holidays per year
- Paid leave is prorated based on FTE

## SICK LEAVE

- Accrue a total of 13 paid sick days per year that are placed into major and minor sick leave banks
- Sick leave is pro-rated based on FTE

## DOMESTIC PARTNER BENEFITS

- Coverage available (imputed income ramifications)
- Not eligible for pre-tax savings per IRS guidelines
- Domestic Partners of covered employees are eligible for health, dental, vision, additional life and legal plans
- UNMH Affidavit process must be completed

\* Benefits eligibility, coverage, limitations, and exclusions, premiums and other details are subject to specific plan provisions and UNMH policies and procedures and may be subject to change. Short-term temporary employees are not eligible for these benefits.



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EOE